LGBTQ and YOU

Creating Safe and Positive Environments for LGBTQ youth in your club
LGBTQ and YOU: Hi, my name is...

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LGBTQ and YOU: GETTING ON THE SAME PAGE

For Tonight’s Session:

1.) Everyone will be muted for the session
2.) Please activate your chat box. All questions and comments will be taken from the chat box.
3.) We are ALL human, and everyone is EQUAL.
4.) Please be RESPECTFUL of different views and opinions.
5.) We don’t have to agree, but we should be TOLERENT.
6.) Use this information as a road map, not a destination.
7.) This information is not to take place of a school’s discrimination/inclusion policies. ALWAYS FOLLOW your school’s guidelines.
LGBTQ and YOU: GETTING ON THE SAME PAGE

Session Goals:

1.) Introduce a basic history of LGBTQ rights in America and compare to other parts of the world today
2.) Explore the current state of LGBTQ students in the US
3.) Attempt to Make Sense of Terminology and Gender Norms
4.) Develop Ways to Make Your SLP (and club) a Safe Zone
LGBTQ and YOU: GETTING ON THE SAME PAGE

June 28th, 2019
LGBTQ and YOU: GETTING ON THE SAME PAGE

June 28th, 2019

- 50th Anniversary of the Stonewall Riots
LGBTQ and YOU: GETTING ON THE SAME PAGE

June 28th, 2019

- 50th Anniversary of the Stonewall Riots
- Kiwanis became the 1st international service organization (of the “Big 3”) to have a written non-discrimination policy to include protections against discrimination of sexual orientation and gender identity!
Article VII – Club Members

Section 10. Kiwanis clubs shall not discriminate based upon race, color, creed, national origin, age or sex, including sexual orientation and gender identity, when considering membership or during any of their activities or operations and shall conduct business in compliance with local nondiscrimination laws. (6/2019)
LGBTQ and YOU: WHAT DOES IT ALL MEAN?

L – Lesbian
G – Gay
B – Bisexual
T – Trans
Q – Queer
LGBTQ and YOU: WHAT DOES IT ALL MEAN?

L – Let’s
G – Go
B – Buy
T – Toilet Paper
Q – Quickly
LGBTQ and YOU: Run out of Toilet Paper PSA
LGBTQ and YOU: WHAT DOES IT ALL MEAN?

T – “Trans”

Meaning “Transgender” or “Transsexual”, describes people whose gender identity and/or gender expression differs from the sex they were assigned at birth.
Transgender vs. Transsexual

**Transgender** – a person who undergoes a physical transformation from one gender to another, usually by means of medical intervention (e.g. male to female or female to male)

**Transsexual** – a person who emotionally and psychologically feels they belong to a different sex than what they were assigned at birth.
LGBTQ and YOU: WHAT DOES IT ALL MEAN?

Q – Queer (adj.):
Attracted to people of many genders

This word was formerly used as a slur, and still seen as one by some. Today, the word has been reclaimed and used for positive change.
LGBTQ and YOU: SEXUAL ORIENTATION VS. GENDER

Sexual Orientation vs. Gender Identity

“If you are not personally free to express yourself in that most important of all human activities, the EXPRESSION of love, then life itself loses meaning.”

~Harvey Milk
LGBTQ and YOU: SEXUAL ORIENTATION VS. GENDER

Sexual Orientation

*Describes a person’s emotional, romantic or sexual attraction to other people.*

Examples of sexual orientation are:

- Gay
- Bisexual
- Straight/Heterosexual
- Asexual
- Lesbian
- Pansexual
Huh?

Asexual – A person who lacks sexual attraction or desire for other people
LGBTQ and YOU: SEXUAL ORIENTATION VS. GENDER

WHAA?

Pansexual - 
LGBTQ and YOU: SEXUAL ORIENTATION VS. GENDER

WHAAA?
Pansexual – A person who can be attracted to any sex, gender or gender identity. It does not rely on conventional thought that gender is only male or female. A Pansexual person views all genders as equal.
LGBTQ and YOU: SEXUAL ORIENTATION VS. GENDER

Gender 101

- **Gender Binary:** The categorization of gender into two distinct, opposite sexes.
- **Trans/Transgender:** An umbrella term applied to those whose gender identity is not the same as the sex they were assigned at birth.
- **Cisgender:** Someone who identifies exclusively as their sex assigned at birth.
- **Genderqueer:** A term applied to individuals who do not identify within the gender binary.
- **Transition:** The process of changing one’s gender expression to match their gender identity.

TSER

For more information, go to transstudent.org/graphics
LGBTQ and YOU: SEXUAL ORIENTATION VS. GENDER

**Gender Identity** – an internal, deeply felt sense of being male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different from their sex assigned at birth

**Gender Expression** – how a person expresses their gender through outward presentation and behavior. This includes, for example, a person’s name, clothing, hairstyle, body language and mannerisms
LGBTQ and YOU: THE LAVENDER SCARE

Perverts called Government Peril

Gableton, R.P., Chief, Says They Are as Dangerous as Reds

Special to The New York Times

WASHINGTON, April 15—Rep. George Gableton, Republican Na-
tional Chairman, warned today that the "lavender scare" threat to
our government in recent years was "perhaps as danger-
ous as the actual Communist menace.

He declared what he called the "lavender scare" to the nation-
ial political level in his first mes-
to the Republican National Conven-
tion which will be held in Chicago
this summer.

Oust 119 More Sex Perverts in State Dept.

House Member Suggests Widened Drive

[George Wilson Photo Bureau]

Washington, March 21—An ad-
ditional 119 homosexuals were re-
jected by the state department
when 283 applications for govern-
ment jobs were refused last year.

Beginning with the resignation
of 283 employees, the state de-
partment has found 129 more gay
men.

Inquiry by Senate on Perverts Asked

Hill and Wherry Study Has

There Are 3,500 Deviates in

Government Agencies

By WILLIAM S. WHITE

Special to The New York Times

WASHINGTON, May 19—A
Senate investigation of alleged
homosexuals in the Executive
Branch of the Government was
recommended unanimously today
by a Senate Appropriations sub-
committee of ten members.

Perverts are described by intel-
gence officers as poor security
risks because of their vulnerabil-
ty to blackmail.

The inquiry was proposed on the

New Theory Claims Homosexuality Can Be Cured

By William Moore

[George Wilson Photo Bureau]

Washington, April 25—A science
appraisal committee today began the task of evalu-
ating 13 department of homosexu-
ality, subversives, saboteurs, and
people who are not white.

The subsections of the report

How to Spot a Possible Homo

The Adored, the Foreign Office, and M.I.5. don't seem to know, but
the Sunday Mirror offers some useful advice to Londoners.
LGBTQ and YOU: THE STONEWALL RIOTS, 1969
LGBTQ and YOU: THE UNITED STATES TODAY
LGBTQ and YOU: THE WORLD TODAY

BASIC ACCEPTANCE

While Americans continue to debate the merits of marriage equality, in dozens of countries, same-sex relationships are illegal. Here’s a look at the varying levels of LGBT acceptance around the world.

Notes:
In many countries where same-sex relationships are illegal, it’s a grey area between men that’s targeted and lesbian relationships are legal.

And several countries, like the United States, have murky or mixed laws on marriage equality and other forms of legal unions of same-sex couples.
While we’ve seen that dozens of countries have laws criminalizing homosexuality, in a handful of countries, a person could be put to death for being gay.
LGBTQ and YOU: NATIONAL AND STATE SURVEY

Facts based on The 2017 National School Climate Survey: The Experiences of Lesbian, Gay, Bisexual, Transgender and Queer Youth in Our Nation’s Schools

www.GLSEN.org
Mission is to create safe and affirming schools for all, regardless of sexual orientation, gender identity or gender expression

Report published every 2 years based on nationwide survey since 2001
LGBTQ and YOU: NATIONAL AND STATE SURVEY

Facts based on The 2017 National School Climate Survey: The Experiences of Lesbian, Gay, Bisexual, Transgender and Queer Youth in Our Nation’s Schools

23,001 Students
Ages 13-21
All 50 States, District of Columbia, 5 US Territories
4 in 10 identified as gay or lesbian
LGBTQ and YOU: CURRENT US STATISTICS

SCHOOL SAFETY:

59.5% of LGBTQ students felt unsafe at school
34.8% of LGBTQ students missed at least one day of school because they felt unsafe
75.4% Avoided school functions
70.5% Avoided extracurricular activities
LGBTQ and YOU: CURRENT US STATISTICS

ANTI-LGBTQ REMARKS AT SCHOOL:
90% Heard “Gay” used in a negative way (e.g. “that’s so gay”)
81% Heard other types of homophobic remarks (e.g. “fag”)
74% Heard negative remarks about transgender people
19% Heard homophobic remarks from their teachers or other school staff
36% Heard negative remarks about someone’s gender expression from school staff
LGBTQ and YOU: CURRENT US STATISTICS

HOME LIFE:

24% of LGBTQ youth can “definitely” be themselves as an LGBTQ person at home
35% of LGBTQ youth have families who show support for them by getting involved in the larger LGBTQ and Ally community
67% of LGBTQ youth hear their families make negative comments about LGBTQ people
78% of LGBTQ youth ARE NOT OUT because of the negative comments made by their family
LGBTQ and YOU: CURRENT US STATISTICS

PERSONAL LIFE OF LGBTQ STUDENTS:

95% Report they have trouble getting to sleep at night
85% Rate their average stress level as a ‘5’ or higher (scale of 1-10)
LGBTQ and YOU: CURRENT US STATISTICS

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LGBTQ youth also report MUCH HIGHER RATES of depression, anxiety, alcohol and drug use, suicide and lower self-esteem.
LGBTQ and YOU: CURRENT OHIO STATISTICS

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LGBTQ and YOU: CURRENT OHIO STATISTICS

“Verbal Harassment” = Name Calling, Slurs, etc.

“Physical Harassment” = Pushing, Shoving, etc.

“Physical Assault” = Punching, Kicking, Etc.
LGBTQ and YOU: CURRENT OHIO STATISTICS

Figure 3. Anti-LGBTQ Discrimination in Ohio Schools (percentage of LGBTQ students that were prevented from...)

- Expressing PDA in School: 34%
- Using the Bathroom that Aligns with Gender: 33%
- Using the Locker Room that Aligns with Gender: 30%
- Using Their Chosen Name or Gender Pronouns: 28%
- Wearing Clothing Considered Inappropriate for Their Gender: 23%
- Including LGBTQ Themes in Extracurricular Activities: 20%
- Discussing LGBTQ Issues in Assignments: 19%
What if I am harassed at school?

I think I might be gay, lesbian or bisexual. How do I know for sure?

What will my friends think of me when I come out?

I can not tell my parents I am gay, lesbian or bisexual, so who can I talk to?

Should I come out?

I am comfortable being myself but what will my classmates do if they are not comfortable with me?
LGBTQ and YOU: WHAT TO EXPECT WHEN THEY’RE COMING OUT

INITIAL RESPONSE IS SO IMPORTANT

LISTEN, LISTEN, LISTEN!

OFFER SUPPORT BUT DO NOT ASSUME A STUDENT NEEDS ANY HELP

BE A ROLE MODEL OF ACCEPTANCE

Instead of Officer Position, insert your pronouns!
LGBTQ and YOU: WHAT TO EXPECT WHEN THEY’RE COMING OUT

INITIAL RESPONSE IS SO IMPORTANT

LISTEN, LISTEN, LISTEN!

OFFER SUPPORT BUT DO NOT ASSUME A STUDENT NEEDS ANY HELP

BE A ROLE MODEL OF ACCEPTANCE

APPRECIATE THE STUDENTS COURAGE

ASSURE AND RESPECT CONFIDENTIALITY
LGBTQ and YOU: What to expect when they’re coming out

WHAT NOT TO SAY WHEN SOMEONE COMES OUT TO YOU:
WHAT NOT TO SAY WHEN SOMEONE COMES OUT TO YOU:

“I knew it!”
LGBTQ and YOU: What to expect when they’re coming out

WHAT NOT TO SAY WHEN SOMEONE COMES OUT TO YOU:

“Are you sure?”
“You are just confused”
“It is just a phase, it will pass.”
LGBTQ and YOU: What to expect when they’re coming out

WHAT NOT TO SAY WHEN SOMEONE COMES OUT TO YOU:

“Do not tell anyone.”
WHAT NOT TO SAY WHEN SOMEONE COMES OUT TO YOU:

“You just have not found a good woman/man yet.”
LGBTQ and YOU: What to expect when they’re coming out

WHAT NOT TO SAY WHEN SOMEONE COMES OUT TO YOU:

“You can not be gay, you have had a relationship with a [person of the opposite sex.]”
LGBTQ and YOU: WHAT TO EXPECT WHEN THEY’RE COMING OUT

Ask questions that demonstrate understanding, acceptance and compassion:

Have you been able to tell anyone else?
Has this been a secret you have had to keep from others or have you told others?
Do you feel safe in school? Supported by the adults in your life?
Do you need someone to listen?
Do you need help?
Have I ever offended you unknowingly?
Remember that the person has not changed.

Challenge traditional norms.

Be prepared to give a referral.

Validate the person’s gender identity and expression. (Transgender / Transsexual)

Ask for preferred pronouns:

- He / Him / His
- She / Her / Hers
- They / Them / Theirs
LGBTQ and YOU: HUSH YOUR MOUTH...I’M JUST TALKING LGBTQ

Intervene in Name-Calling, Bullying and Harassment

1.) CALL IT OUT – “This Classroom is a safe-space for everyone”
   “That language is unacceptable in this classroom.”
   Never miss an opportunity to stop the behavior
   No action is an action – implies acceptance and approval

2.) STATE IT OUT
   “This classroom is a safe-space for everyone and using language such as [insert language used here] goes against our classroom policies.”

3.) TALK IT OUT
   Educate after stopping the behavior, either now or later in private. Ask the student if he/she understands why such language is unacceptable. (EDUCATE YOURSELF!)

4.) “HUG” IT OUT
   Support the affected student.

5.) STICK IT OUT
   Hold students accountable. Check with school policy regarding discrimination.
LGBTQ and YOU: BECOME AN ALLY

DO:

Listen
Respect Confidentiality
Be conscious of your biases
Seek out knowledge
Be a resource
LGBTQ and YOU: BECOME AN ALLY

DO NOT:

Think you have all the answers
Make unrealistic promises
Make assumptions
LGBTQ and YOU: SHOW YOUR KIWANIS PRIDE

We are dedicated to improving the world one child and one community at a time....

Be the IMPROVEMENT for that one LGBTQ student
LGBTQ and YOU: SHOW YOUR KIWANIS PRIDE

....and let the entire LGBTQ community see our

#KIWANIS PRIDE
LGBTQ and YOU

Thank you for allowing me to join you this evening!

Be Safe, Be Well, and May the Odds Be Ever In Your Favor!
LGBTQ and YOU: SOURCES AND CITATIONS

• Guide To Being a Straight Ally – Straight for Equality (Project of PFLAG National)
• The Safe Space Kit: Guide to Being an Ally to LGBT Students – GLSEN Safe Space Campaign
• PFLAG (2014) Be Yourself: Questions and Answers for Lesbian, Gay, Bisexual, Transgendered, Queer and Questioning Youth Washington DC: PFLAG
• Best Practices for Serving LGBTQ Students: A Teaching Tolerance Guide. Teaching Tolerance, A Project of the Southern Poverty Law Center
LGBTQ and YOU: Websites to check out

- www.GLSEN.org
- www.transstudent.org (Answer to question “What does TSER stand for?)
  - www.transstudent.org/pronouns101 (Answer to question “What does they/them/their mean?”)
- www.HRC.org
- https://en.wikipedia.org/wiki/Gay-friendly (Answer to Eugene’s Question about which countries are accepting)
- www.PFLAG.org
- www.splcenter.org
- www.persadcenter.org
- www.sheradenkiwanis.org